



తెలంగాణ రాజ పత్రము
THE TELANGANA GAZETTE
PART-I EXTRAORDINARY
PUBLISHED BY AUTHORITY

No. 188]

HYDERABAD, SATURDAY JUNE 20, 2015.

NOTIFICATIONS BY GOVERNMENT

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LABOUR, EMPLOYMENT, TRAINING AND FACTORIES DEPARTMENT

(Labour)

ANDHRA PRADESH SHOPS AND ESTABLISHMENT ACT, 1988, GUIDELINES FOR PERMITTING ALL SHOPS AND ESTABLISHMENTS TO KEEP OPEN ON ALL 365 DAYS OF THE YEAR IN TELANGANA STATE, FOR A PERIOD OF ONE (1) YEAR.

[G.O.Ms.No. 18, Labour, Employment, Training and Factories (Labour), 16th June , 2015.]

In exercise of the powers conferred under sub-section (4) of Section 73 of the Andhra Pradesh Shops & Establishments Act, 1988 (Andhra Pradesh Act No.20 of 1988), the Government of Telangana hereby permit all the Shops & Establishments as defined in Section 2 (21) of the Andhra Pradesh Shops & Establishments Act, 1988 to keep open on all 365 days of the year in Telangana State for a period of one (1) year only, subject to the following conditions:-

- (i) The working hours of the employees shall be 8 hours per day and 48 hours in a week. Record of Over Time will be maintained in the Wages Register, separately in respect of the employees who worked beyond normal working hours.
- (ii) Every employee will be allowed to avail a Weekly Holiday as per the list exhibited (form 24) at the main entrance of the shop on rotation basis.
- (iii) If the employees found working on any Holiday or after normal duty hours without proper indent of Over Time, the exemption granted will be liable for cancellation.
- (iv) Working Hours of the Shop shall be between 9.00 A.M. to 11 P.M.
- (v) In case of Women employees who are required to work beyond 8.30 P.M., transport arrangements will be provided to the women employees. A notice to this effect in Telugu and English will be exhibited at the main entrance of the shop indicating the availability of transport.

- (vi) All employees will be provided with Appointment Letters and a copy of the same will be furnished to the jurisdiction inspector and acknowledgement will be preserved in the shop for inspection at any time.
- (vii) Visit Book will be maintained exhibiting a copy of the exemption for verification by the Inspector for compliance with the conditions on exemption.
- (viii) The exemption will be valid for one (1) year only and subject to compliance with the conditions of exemption and also compliance with the welfare provisions applicable under various Labour Laws and renewal will be considered.
- (ix) The wages for the employees will be credited to their Saving Bank Account.
- (x) EPF & ESI deductions shall be implemented in respect of the eligible employees.
- (xi) The Employer shall cooperate in implementing the “Duties of Inspection” under Rule 28 of the A.P. Shops and Establishments Rules, 1990 especially with regard to the implementation of the conditions and also the provisions of Other Labour Laws for the workers employed in their Shops.
- (xii) If any statutory violation is detected from the Employer of the Shop, the Exemption will be cancelled before the sanctioned period.
- (xiii) The exemption will remain in operation for a period of one (1) year from the Date of publication of notification in the official Gazette unless it is revoked.

HARPREET SINGH,
Secretary to Government.

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